

18 June 1958

MEMORANDUM FOR: Deputy Director/Intelligence

SUBJECT: Attribution of Authorship of Economic Research  
Reports in ORR

REFERENCE: Memo to Asst. to DD/I (Admin.) from DAD/RR, dated  
29 May 1958, subject, "Employee Suggestion 3148"

1. A recent employee suggestion has proposed that our reports be attributed by name to the analyst principally responsible for their preparation. This proposal is not new. The idea has been discussed here before, although no conclusion has heretofore been reached.

2. Our most recent review of the pros and cons of this proposal leads us to believe that the idea merits tentative acceptance, at least on a trial basis. The Economic Research Area of ORR has reacted affirmatively to the proposal. Adoption of this practice would probably help to satisfy the need often experienced by professional scholars for some form of recognition and would contribute to employee morale. The resultant increase in job satisfaction would be a positive step toward the solution of our attrition problems. In the present highly competitive market for professional economists, there is a need for measures aimed at reducing attrition of professional personnel.

3. We recognize that certain difficulties will have to be met and dealt with in carrying out such a step:

a. An argument leveled against the proposal has been that attribution of reports to individual analysts might be construed as relieving ORR and the Agency of responsibility for the views expressed in the report. This problem, however, we feel can be simply dealt with by retaining the footnote that presently appears on the first page of ORR formal reports, which reads: "The estimates and conclusions contained in this report represent the best judgment of ORR as of \_\_\_\_\_ 1958."

b. Another problem might arise from the fact that some of our reports are the product of the efforts of a number of people and in some of these, a good many people from all around the Economic Research Area. The question of including all those who

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have legitimate claim for the responsibility of the report in a few cases would doubtless be difficult. We feel, however, that with the exercise of reasonable care and commonsense, such occasional problems could be solved on a case-by-case basis.

c. Another possible difficulty relates to the security aspects of listing authors of reports. This is a problem which has not as yet been discussed with Security.

d. In some instances, reports published by ORR in collaboration with other Offices would require that the names of those personnel principally involved in both Offices be included, provided that the head of the other component agrees.

4. At this writing, we feel that the proposal has sufficient merit to warrant an experiment to enable us to determine whether the advantages in fact outweigh the disadvantages. We have for some time been identifying the authors of our Current Support Memoranda, and this seems to have resulted both in a net benefit to morale and in a marked increase in the number of such memoranda being initiated. If you agree that the idea has merit, we propose as a next step to discuss it with the Office of Security to explore the security ramifications.

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Acting Assistant Director  
Research and Reports

Attachment:  
Copy of referenced  
memorandum

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